

RECIPROCATION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) “Days” – Days including weekends and holidays
 - b) “Individuals” – All categories of membership defined in Ultimate Canada’s Bylaws, as well as all individuals employed by, or engaged in activities with, Ultimate Canada, PTSOs and Member Clubs including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, Directors and Officers, spectators, and parents/guardians of athletes
 - c) “Club” – A club or league affiliated with a PTSO or with Ultimate Canada
 - d) “PTSO” – Provincial/Territorial Sport Organizations affiliated with Ultimate Canada

Purpose

2. The purpose of this Policy is to ensure national enforcement and recognition of all disciplinary sanctions applied by Ultimate Canada, PTSOs, and Clubs.
3. Ultimate Canada recognizes the importance of safe sport for all participants in Ultimate throughout the country. Ultimate Canada also recognizes its obligation to engage an independent third party to handle and/or investigate all matters involving harassment, discrimination, abuse, workplace harassment, workplace violence, and sexual harassment.

Application

4. This Policy applies to all Individuals, PTSOs, and Clubs.

Responsibilities

5. Ultimate Canada will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to all PTSOs and to the Club(s) with which the Individual was affiliated
 - b) For discipline decisions provided to Ultimate Canada by a PTSO or by a Club, determine per the *Discipline and Complaints Policy* whether to initiate further action against the Individual(s) named in the decision
 - c) Recognize and enforce the disciplinary sanctions imposed by a PTSO and/or a Club
 - d) At the request of a PTSO and/or a Club, recognize and enforce sanctions imposed by that PTSO and/or a Club due to an individual or team failing to pay fees for 3 or more months
6. PTSOs will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to Ultimate Canada and to the Club(s) with which the Individual was affiliated
 - b) For discipline decisions provided to a PTSO by Ultimate Canada or by a Club, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
 - c) Recognize and enforce the disciplinary sanctions imposed by Ultimate Canada and/or a Club
 - d) At the request of Ultimate Canada and/or a Club, recognize and enforce sanctions imposed by Ultimate Canada and/or a Club due to an individual or team failing to pay fees for 3 or more months
 - e) Update their governing documents to reference the reciprocation procedures described herein
7. Member Clubs will:
 - a) Provide copies of discipline and appeal decisions involving Individuals to Ultimate Canada and to the PTSO with which the Club is affiliated

- b) For discipline decisions provided to a Club by Ultimate Canada or by a PTSO, determine per its own policies whether to initiate further action against the Individual(s) named in the decision
- c) Recognize and enforce the disciplinary sanctions imposed by Ultimate Canada and/or a PTSO
- d) At the request of Ultimate Canada and/or a PTSO, recognize and enforce sanctions imposed by Ultimate Canada and/or a PTSO due to an individual or team failing to pay fees for 3 or more months
- e) Update their governing documents to reference the reciprocation procedures described herein

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